



This Week in Terminal April 14, 2006

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ATO Service Center Managers Announced

(Source: ATO Online)

Chief Operations Officer Russ Chew has announced the appointment of three experienced field operations managers to head the Air Traffic Organization's service centers.

Felix Enriquez, currently the manager for technical operations in the Eastern Service Area, will manage the Eastern Service Center located in Atlanta, Ga.

Gus Nezer will become the manager of the Central Service Center in Fort Worth, Texas. Prior to his selection, Gus was the area staff manager in the Western Terminal Service Area.

Mark Reeves, currently the acting staff manager of the Central Terminal Service Area, has been selected to manage the Western Service Center in Seattle.

Russ Chew said: "These managers will play a crucial role in the standup of the new service centers and in making the service area restructuring a success. Felix, Gus and Mark will begin working closely with the transition team next week to form their new organizations and to develop procedures for working with their headquarters and field counterparts and with each other. Our next step will be to select the

group managers to round out the management team in the service centers. This is a pivotal time for the ATO and I ask each of you for your continued support as we make this important transition."

New 1-800 line for Information

ATO-Communications is in the process of setting up a new telephone line for the purpose of providing updates and information regarding the NATCA Contract Negotiation. As soon as the new phone line is ready the number will be made available to all.

Service Center Transition

Area Office employees affected by the ATO realignment to Shared Service Centers received written notice from Russ Chew, COO, regarding the consolidation and relocation of Area Offices to Service Center locations. Human Resources, the Office of Financial Operations, and ATO Transition Team representatives will personally brief employees to provide information on restructuring activities, employee rights, and travel benefits. These briefings take place at the impacted Area Offices throughout the month of April. All employees who accept the transfer will be provided a full Permanent Change of Station (PCS) allowance. All relocations are expected to be completed no later than December 31, 2006. Temporary employees will not be reassigned. Permanent employees who decline the administrative reassignment may be eligible for discontinued service retirement if they meet age and service requirements. If not, they will be subject to involuntary separation. More information is available at: www.ato.faa.gov website by clicking on the ATO Service Area Restructuring link

SUPCOM Update

(Source Kim Davis)

SUPCOM is planning its annual conference for the week of June 5 in San Diego and this year EnRoute and Terminal SUPCOM members from all three Service Areas will be meeting together. Bruce Johnson, VP, and EnRoute and Terminal Directors are all invited. The agenda is not yet finalized but will likely include succession planning and holding elections for its National Officer's position. (From Carl "Chip" Pfanner, CTO SUPCOM Officer)

HQ News:

Employee Attitude Survey

HQ is preparing for the 2006 EAS, so you may wish to dust off your 2004 Action Plans to see how you are doing and what still needs to be done. Recall that there were four areas of emphasis in which the ATO hopes to see improvement this time around:

Leading Performance: Having clear performance expectations and holding us and others accountable. **Recognition:** Recognizing others for good job performance through the use of letters of appreciation and commendation, verbal acknowledgements, seeking input, special assignments, sharing employee success with others, etc.

Communications: Share information, hold regular meetings with employees, manage by walking around to be accessible to others, etc.

Conflict Resolution: Listen, listen, then listen some more. Look for ways to say "yes" and explain when you have to say "no."

Terminal Director Receives EEO Supervisor/Manager of the Year Award

(Source: Lori Andriesen, Program Manager, Western En Route & Oceanic Service Area)

Mr. Raul C Trevino, Director of Terminal System Operations Services, was selected for the EEO Supervisor/Manager of the Year Award for consistently demonstrating his dedication to EEO and to promoting a welcoming and respectful work environment where every individual employee has the opportunity to reach his or her greatest potential.

The restructuring of the Air Traffic Organization has been a huge challenge for all involved. Raul has been cognizant of the stress that change brings. He knew that it would be important to communicate the organizational changes to the employees not only for an operational perspective, but also to relieve some of their anxiety about the changes. While serving in his

former position of Director, Western En Route and Oceanic Service Area he put together a team and led the effort to communicate the ATO message to every ARTCC in the country (23 facilities in 21 weeks and covering 93% of facility management). He brought in an Organizational Development (OD) Specialist to work with the Communications Team. The OD Specialist helped with employee questions and sensitivity to change. Raul received the 2005 Model Workplace Award from the Service Area employees for assisting them through this difficult transition. Additionally, he was recognized with the 2005 NHCFAE President's Award for Leadership, the 2005 FEB Excellence in Public Service Award, and the 2005 Psychologically Healthy Workplace Award.

It is clear that Raul is committed to the principles and responsibilities of EEO. He is actively involved with various special emphasis programs and shows his support through word and deed. He is mindful of diversity in the workforce and works hard to continuously improve the working environment. For all the reasons stated above, Raul was honored this week in the April 11th Ceremony as the Administrator's EEO Supervisor/Manager of the Year Award.

Deborah Johnson, Director of Terminal Planning participated on the selection committee for the EEO Awards.

DTRB Update Launched

(Source: Bill Wolf, Terminal Planning)

The newest enhancements to the Digital Terminal Resource Book (DTRB) are now on-line at <http://terminalapps.faa.gov/DTRB>.

The DTRB is the location for information about Terminal Service Delivery Points (ATCT's, FCT's, TRACON's, CCF's), as well as HUBS, ATC levels, Classification Types, Congressional Reps, Senators and other info concerning individual ATO Terminal SDP sites.

If you have any questions or comments on DTRB please contact Bill Wolf, ATO Terminal Services, Strategic Planning & Performance Group, AJT-32. Bill can be reached on 202-385-8828.

21st ASR-11 Commissioned

(Source: Jennifer Laguna/Julie Small)

The ASR-11 program reached another significant milestone. On April 10, 2006, the ASR-11 system was commissioned at Waco, TX (ACT). This achievement was the result of tremendous collaboration from all team members and organizations involved. This is the 21st system commissioned to date!

The ASR-11 is being deployed in the NAS and will replace aging ASR-7/8 and ATCBI-4/5 radar systems. The ASR-11 is designed to provide terminal radar service with analog and digital automation interface capability. The ASR-11 offers air traffic controllers improved weather detection, thus increasing situational awareness and, in turn, safety and efficiency.

CTSA

(Source: Kim Davis)

Northern Lights Hub: Red River of the North Floods in Fargo, ND

(Source: Kim Davis)

The Red River of the North crested at 37.18' at 2 A.M on April 5. Sandbagging efforts have averted substantial damage to homes. Damage so far has been limited to a few homes on the Moorhead, MN side of the river, and no homes of Air Traffic Control Specialists have been damaged. Air traffic has substantially increased in the area and is expected to remain high through the weekend. As of Sunday, April 9, the Red River of the North dropped to 32.9'. A flood warning will remain in effect for the area until the river drops below flood stage.

Fond Farewell

(Kim Davis has shared so much with us, we would like to share Kim's farewell to CTSA with everyone in Terminal)

"Kim Davis, Organization Development Specialist, ATO Communications Officer, and Special Assistant to the Director (that's me) is opting for the Voluntary Early Retirement effective April 28, 2006. After 30 years and 10 months of service, I have discovered that there is life after FAA. My husband, Steve, and I are

looking forward to landscaping our back yard (water pond included), riding our Harleys, boating on Green Lake, and visiting family and friends. This Fall or next Spring I will apply to teach some management classes at the Univ. of Wisconsin. The FAA has provided me with a wonderful career and many memories, helped with my education (formal and informal) (smile), and introduced me to many good friends and acquaintances. If you're in the Chicago-land area on April 25, please stop by for cake and coffee - my last day in the office. And if you ever get up to EAA in Oshkosh, give us a shout and we'll meet you there. Thank you, everyone, and God Bless."

WTSA

Denver Declares IOC on STARS

(Source: Steven Stcynske, Denver TRACON Manager)

After several years of product development, Denver TRACON declared IOC on the FMA/STARS system on April 11, 2006 at 06:30 local time. This is a hybrid system, which derives its flight plan information through a link to the existing Common ARTS (3e). Final Monitor Aid (FMA) processing is performed in the STARS system and presented to the Air Traffic Controller for use. FMA equipment is required to perform triple simultaneous ILS approaches at Denver.

The need for the FMA/STARS system was driven by the inability to expand the previous 'one-of-a-kind' FMA. Denver's 16,000-foot runway 34L/16R was nonexistent in the previous product. The new FMA/STARS product offers an expandable system, which is fully incorporated into the NAS for support.

Focus: Model Workplace

Changing Our Default Mode

(Source: Viscount Thurston)

Since the time PCs became common office equipment, I have gradually expanded my computer skills. My "Aha!" moments have often come when I discovered the PC acted in a certain way, not just because "that's the way it

is,” but because of a default setting. Then, once that became apparent, I learned how to change the setting to match my own preferences.

Since I was born, I have gradually expanded my life skills (perhaps too gradually for some people in my life!). Some of my “Aha!” moments come when I am able to see my reactions to events and people in a different light. Sometimes I notice a pattern of always reacting the same way in similar situations. When I become aware such a pattern, as long as I think “that’s just the way I am,” there is little opportunity for change. Yet if I can see the reaction as the result of a default setting, then maybe I can change the setting to support the responses I would prefer.

Let me give you an example. I was doing our taxes, when something on my wife’s W-2 threw me for a loop. In that moment I had visions of owing the IRS rather than getting the refund I expected. I got a queasy, panicky feeling in the pit of my stomach. I started to feel angry, and that got me playing the blame game – it’s my wife’s fault, it’s her employer’s fault! And so on.

Then I noticed: “Hmmm, I’ve been down this path before, and it usually happens when I’m feeling threatened in the financial domain. It seems like there’s a default setting that determines my reaction in this kind of situation. How might I change the setting for a better outcome?”

So, rather than letting fear set the tone, I decided instead to address the challenge from a place of gratitude. That led to this thought: “I’m thankful we can say that in 30 years of marriage we have always been able to meet our financial obligations.” And that led to a more peaceful frame of mind as I finished our tax return (which turned out better than my fears had led me to believe anyway).

Whether at home or at work our default settings yield results we may not like. Fortunately, we don’t have to be resigned to “that’s just the way it is.” Next time around, try to notice the default mode, and then see if you can change the setting.

REMINDERS

Available Sources of Information

Via EMAIL

This Week in Terminal (weekly on Fridays)
FAA broadcast email messages (variety of subjects from AOA-1, ATO-1, etc)
ATO Leaders Report (sent out to ATO managers bi-weekly and linked to ATO-Online)

WEBSITES

ATO Online (<http://ato.faa.gov/>) (with links to other FAA sites)
FAA employee site (<http://employees.faa.gov>)
ATO Today (one pager updated daily linked to ATO-Online)
Employee Express (www.employeeexpress.gov)
Focus FAA
(<http://employees.faa.gov/news/focusfaa/>) (bi-weekly online magazine for all FAA employees)

PHONE NUMBERS

1-800-FAA-News (weekly phone number from Russ and ATO VP's)

ALL HANDS

All Hands Field Telcons: 4th Thursday of each month, 11:00 EST, email reminder goes out with bridge # (Email feedback to Kathleen.bradshaw@faa.gov)

Headquarters All Hands: 2ND Thursday of each month, 11:00 EST

Slater Town Hall,
5th floor, Wilbur Building

Falsification of Documents

Memorandum

Date: MAR 17 2006
To: All Employees
From: Administrator for Human Resource Management, AHR-1
Subject: Falsification of Documents

This is to remind Federal Aviation Administration (FAA) employees of their duty and responsibility to complete all paperwork associated with their employment accurately. Such paperwork includes, but is not limited to, all documents

related to the hiring process, time and attendance forms, travel vouchers, etc. Employment with the FAA is a public service, which requires the public's trust. Each employee has an affirmative obligation to be thoroughly truthful while employed with the U.S. Government. Providing false, incomplete, or misleading information violates this trust and subjects employees to administrative action, up to and including removal from the Federal service.

Many FAA employees perform safety- or security-sensitive duties and are required to complete periodic paperwork. In most cases, employees that perform safety- or security-sensitive duties occupy Testing Designated Positions (TDP). Employees occupying TDP's are held to a higher standard than other employees on matters that affect their physical and mental health since their duties and responsibilities directly impact the safety of the National Airspace System (NAS).

Some of the forms completed by a TDP employee include such forms as the FAA Form 8500-8, Application for Airman Medical Certificate; SF-86, Questionnaire for National Security Positions; Commercial Drivers License application forms, etc. These forms require information about the use of drugs, to include prescription and over-the-counter medications, alcohol use, medical conditions, professional health visits, driving infractions that include alcohol or drug use, and other history of misdemeanors or felonies. It is imperative that these official government forms be answered correctly in order for management to properly determine the employee's eligibility for continued employment in a TDP.

The FAA has a right to expect its workers to be honest, trustworthy, and candid. An employee who knowingly gives false or inaccurate information strikes at the heart of the employee-employer relationship and undercuts management's ability to rely upon the honesty, integrity and trustworthiness of an employee. Employees who knowingly provide false answers to questions or omissions on employment applications adversely affect the efficiency of the Service.

Sincerely,

Bruce Johnson, VP
ATO-Terminal Services